

Executive Secretary, CIA Career Council

17 October 1956

Acting Comptroller

Concurrence in the Competitive Promotion Regulation and Handbook

REFERENCE : Memo for Compt, from Chairman, CIA Career Council, dtd 2 October 1956

Pursuant to the referenced memorandum, we concur in the proposed regulation and handbook but offer the following comments and recommended changes:

1. Comments pertaining to Regulation

25X1A

a. Paragraph 2f: The use of the term "promoted to" in the first and second sentences of this paragraph seems somewhat obscure as to its meaning. To clarify, it is suggested that the following be substituted:

"Normally, individuals will be promoted and assigned to positions which correspond in grade to their grade after promotion. However, they may be promoted and assigned to positions higher in grade than their grade after promotion, when necessary; or they may be promoted and assigned under competitive evaluation procedures to a position lower in grade than their grade after promotion when it is necessary in the best interests of the Agency that they ...."

Also the last sentence of paragraph 2f is not complete. Apparently it should end "have established."

2. Comments pertaining to Handbook

25X1A

a. Paragraph 1B: The first sentence indicates that every employee eligible for promotion is rated...(b) by an impartial Competitive Evaluation Panel. This provision conflicts with paragraph 2c of proposed R  which permits but does not require Panel consideration for employees in grades GS-6 and below and makes no provision for Panel consideration relative to employees above grade GS-14.

25X1A

b. Paragraph 2 on Page 9: It is indicated that the Panel will consider for promotion persons not recommended by senior supervisors. We believe that it is intended that these persons will also be reviewed with senior supervisors and that recommendations will be obtained from such supervisors. However, as written it probably will be interpreted that persons not initially recommended by senior supervisors will be considered for promotion by the Panel without consultation with the supervisors.

If the latter were followed, it would be a very risky method of operation, and we do not recommend that such be the case.



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**SUBJECT:** Concurrence in Competitive Promotion Regulation and Handbook

**CONCUR:** I concur with the comment that chiefs of career services be allowed sufficient flexibility in the wording of the Regulation and in its implementation in order that excessive paper work be avoided and to allow for adjustment of this plan to the varying needs and requirements of the particular career service.

/S/

Sheffield Edwards  
Director of Security  
15 October 1956

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